



## A Study of Employee Satisfaction with a Focus on Employee Incentives

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### Abstract

*This research endeavors to examine the relationship between employee satisfaction and the effectiveness of employee incentives within organizational settings. Employee satisfaction is a critical factor influencing productivity, retention, and overall organizational success. This study specifically investigates how various incentive programs contribute to employee contentment and engagement. Utilizing a mixed-methods research design, this study combines qualitative data gathered through employee interviews and focus group discussions with quantitative surveys to explore and analyze the impact of employee incentives on overall satisfaction. The qualitative approach seeks to uncover nuanced insights into employees' perceptions and experiences, while quantitative analysis aims to identify trends, correlations, and statistical significance. The research will delve into various aspects of employee incentives, including financial rewards, non-monetary recognition, career development opportunities, and workplace culture. It aims to discern the preferences and motivational factors that influence employee satisfaction and engagement. The findings from this research are expected to provide valuable insights for organizational leaders, human resource professionals, and business decision-makers. Understanding the dynamics of employee satisfaction in relation to incentive programs can guide the development of effective strategies to attract, motivate, and retain talent. This study contributes to the broader understanding of employee motivation and satisfaction, serving as a foundation for further research and informed decision-making in the realm of human resource management.*

**Keywords:** Employee Satisfaction, Employee Incentives, Organizational Performance, Motivation, Employee Engagement, Reward Systems, Recognition Programs, Compensation, Work Environment, Talent Retention.

### 1. Introduction

Employee Incentive helps for the improvement of the performance and the capture of the employee work skill. These are designed to attract, engage, and retain talent. Incentives themselves are used to motive positive behaviour in workforce. They are provided by management in many forms like tuition, reimbursement, more time off, and additional flexibility in work arrangements. It should be in such a way that it matches the wants and own styles of your staff and align with your company values. It is a chance for the organisation to reward the employee for his/ her work. As a

business owner or someone in a leadership role, it is very necessary to promote good work ethic, morale and innovation within the workplace. Offering incentives beyond base pay is a great way to create a fun, motivation and competitive environment to energize your employees and improve retention rates. It is a type of indirect goal achievement for the organisation to pull up the target. This research work is the done about ERIS LIFESCIENCES LIMITED & its employees were taken part in the contribution for the primary data collection on satisfaction of employee incentive towards the

employees. I choose my topic as employee satisfaction because employees are the main backbone of the organisation. Employee incentives are rewards and privileges that motivate employees to meet business goals. In the workplace, employers may provide monetary or non-monetary incentives through an employee incentive program to encourage employees to the excellent behaviour and ultimate performance. So, if the employee is satisfied with his rewards, recognition, incentives he can made up with many other business growth policies and plans. Compensation/ Incentive programs are paid in the form of cash bonuses and other financial perks to drive employee's success and productivity. Employers can offer a combination of incentives based on sales numbers, productivity and other predetermined factors and goals of the organisation. Incentives are rewards and techniques that are used to motivate employees and encourage certain behaviours that are beneficial to the businesses. Importantly, incentives are forward-looking and are expected to be received once set targets are achieved and are worked with efficiently higher grades [1].

**These financial incentives include:**

- Piece and individual rate system
- Commissions
- Salary schemes
- Performance-related pay
- Profit-sharing
- Many other forms

**The key non-financial incentives include:**

- Job enlargement (Job rotation, job enrichment)
- Empowering employees
- Working in the groups or teams etc.
- This incentive is typically given in addition to or instead of a salary to sales employees depending on the value of sales produced. Commission comes in two rates:
- Flat rate - paid to employees at the fixed percentage rate according to the sold manufacture items or service's value.
- Ramped rate - The rate of commissions increases once certain sales levels are reached.

## 2. Importance of Study

### 2.1 Financial Incentive

Financial incentives are monetary compensations that are given to employees when they achieve or exceed the company's targets. Financial incentives are usually given to employees who contribute to increasing the company's profit [2].

**Salary Census:** The commission incentive is awarded motivate employees to sell more of the company's products or services. These are usually paid in monthly instalments based on the annual salary rate. The pay rate is set according to a time-based system which includes hourly or weekly wage and the basic salary.

**Performance Related Pay:** Performance-related pay (PRP) is usually used by companies in situations where employees' performance cannot be measured using a pay per piece system or commission. Employees that perform beyond the set objectives will receive PRP incentives. These are usually paid in terms of bonuses or raising the salary.

**Profit Sharing:** This incentive occurs when a company pays a part of the company's profits to employees in addition to the employees' salaries. This incentive motivates employees to work harder to make more profit for the company, as the more profit the company.

### 2.2 Non-Financial Incentive

Non-financial incentives are also aimed to motivate employees to work harder and achieve the company's targets. These are provided in non-monetary terms [3].

#### **Job Enlargement, Job Rotation and Job Enrichment:**

**Job Enlargement** means that more duties and tasks are added to the job role. This technique is put in place to increase employees' engagement in their current roles, become multi-skilled and avoid boredom. Job enlargement includes job rotation and job enrichment. **Job Rotation** is the process in which a job is expanded horizontally (also called horizontal extension). During job rotation employees are shifted from one duty to another. This technique aims to make employees multi-skilled and have the ability to perform various roles and duties in the company. **Job Enrichment** is the

process in which a job is expanded vertically (also known as vertical extension). This technique allows employees to have more authority and accountability in the organisation. The job enrichment technique is aimed for employees to feel more important and fulfilled.

**Empowering Employees:** Empowering employees means giving them power and freedom to make decisions in their daily work. To empower employees, managers need to trust their employees' skills and abilities, therefore, reducing supervision and avoiding micromanagement. Management also has to create an environment where employees can contribute and get involved in various tasks and projects as they wish.

**Working in Teams:** Working in teams means that different production systems are organised into various employee groups that are working towards achieving a common goal. Teamwork requires employees to be multi-skilled and have the ability to perform various tasks. This allows absences to be easily covered by co-workers. By accompanying this technique with job enrichment and enlargement of the employee job satisfaction and his ability fulfilled.

**Evaluating Incentives:** The evaluation of is a process that assesses different techniques and methods that businesses use to assist them in choosing the best-fitted incentive package for their employees.

**Organisational Design:** The way an organisation is designed impacts the incentive choices in the organisation. The organisational design elements that impact the incentive choices are:

- **Organisational Structure:** For example, in a flat organisation using job enrichment to give more authority to employees may be effective. While in a tall organisation good communication between different hierarchical levels may be more motivational.
- **Employees Accountability:** Having an organisational structure in which employees are accountable for different tasks makes it easier to allocate their rewards compared to

organisations where employees have low accountability.

**Delegation and Empowerment:** If a company exercises delegation, it gives power to employees to make decisions. This aligns with the non-financial motivational methods of employee empowerment.

### 2.3 Other Influences on Choices of Rewards

There are many more factors that make influence on the reward distribution and its mostly depend upon the healthy condition of the business also its profit making and its usage. Here are some more influences that effect the choice of the reward. They are;

**Nature of Job and Employees:** In case the job requires minimum skills, training and runs on a temporary basis, employees will be mostly motivated by monetary incentives. In contrast, for jobs that require skill and creativity, the main motivators will be non-financial incentives that give them direction and opportunities to grow accompanied with some financial incentives.

**Business Objectives:** Employees will be given incentives depending on the objectives, therefore they should be clearly communicated to employees. The main drawback for the organisation to implement the reward is the company objectives as it differs from company to company. The company takes the decision based on the objective policy plan.

**Effective communication:** Receiving feedback is a great motivator itself for employees to increase their performance. The best motivator for the employee is interaction and query.

**Timescale:** Incentive choices depend on long-term and short-term organisational needs. They happen to depending upon largely on the company dealings.

**Organisational Culture:** Organisations select incentives based on culture. For example, non-financial incentives, such as job enlargement, may not work in a hierarchical culture in which work duties are clearly defined.

**Size of Organisation:** The larger the organisation the harder it is to motivate staff, due to formal relationships between various hierarchical levels. Therefore, organising them into teams accompanied

by financial and non-financial incentives can work as a motivator.

**Economy:** Incentive choices depend on the economical situations and companies' budgets. Companies that are focused on survival in difficult economic times may use job insecurity as a motivator to increase productivity.

It is important to choose the right incentive package that will fit the objective of the business and will increase employees' motivation, positively affect their job satisfaction, maximise their productivity and overall lead to better organisational performance.

**The differences between incentives and benefits:**

Both incentives and benefits are crucial to implementing for employees to be motivated to work harder and stay loyal to the company. Although both incentives and benefits are implemented to motivate employees.

**3. Incentives for Employees - Key Takeaways**

- Incentives are the rewards and techniques that are used to motivate employees, to perform or encourage certain behaviours that are beneficial to the business.
- Over all there are two main kinds of incentives, which are:
  - Financial
  - Non-financial
- There are five main types of financial incentives,
  - Piece rate system
  - Commissions
  - Salary schemes
  - Performance-related pay
  - Profit-sharing
- There are three main types of non-financial incentives,
  - Job enlargement (Job rotation, job enrichment)
  - Empowering employees
  - Working in teams
- There are two types of employee incentive schemes,
  - Short-term
  - Long-term

**3.1 Evaluation of Incentives**

It is the process in which business evaluates different aspects to assist them in choosing the best-fitted incentive package for their employees and business.

**The key differences between incentives and benefits:** They are that incentives are communicated to employees on the job when specific targets are set. While the benefits are mentioned in the job advertisements, employees will receive them as soon as they start their jobs

**The difference between a bribe and an incentive:** A bribe aims to trick or manipulate the employees while an incentive is provided to reinforce desired behaviours.

**Different types of long-term incentive plans:** The long-term incentive plans can be two to five-year incentive schemes aimed at increasing employee loyalty. Two common types of long-term incentive plans are retirement plans and share options.

**Difference between bonus and incentive:** An incentive is anything that spurs the employees on to work harder at their current job roles or do more of what is asked whereas a bonus is usually monetary reward for achieving a target. Some examples of incentives are:

- Share options
- Professional development
- Gifts
- Tuition covers
- Health and wellness
- Bonuses

To help for the improvement of the employee morale engagement you need employee incentive programs. This employee incentive which has been recognised importance worldwide has now have been valued at over \$ 100 billion. \$ 46 billion of through the non-cash incentive. The world of rewards is changing, and there's no better time to take a look at employee incentives programs that are leading the way to more engaged employees. In today's fast-paced work world, traditional employee incentives are lagging behind, with weeks-long delays between achievement and reward. Similarly, list full of plastic gadgets now offer employees little



to no motivation when anything imaginable can be found online. No offense, branded stress balls. Rewarding employees takes more creativity. Modern employee incentives programs - like virtual Visa® prepaid programs - are taking rewarding to the next level with customized solutions that succeed where others fall short. Fast, valuable, and easy to implement, successful employee incentives programs.

### 3.2 Characteristics of the Incentives

At Virtual Incentives, we work with global companies and industry leaders who have successfully switched over to virtual rewards. Based on our experience in the field, we've compiled this quick list that we hope will give you some concrete reasons to go virtual with your employee incentives program in order to get your people excited again [4, 5].

#### 3.2.1 Position or Seniority

The company should also calculate the nominal amount of the bonus based on the place or seniority or the employee's service period to the company. The needs and needs of employees in improving the quality of life can also be a consideration for companies in providing bonuses. Companies need not worry about potential losses in providing incentives. If the company manages and does it well, there will be many impacts and benefits for employees and the company. Giving bonuses or incentives can take many forms such as money, promotions, goods, recreation, and others that can increase motivation or work passion. However, companies also still need to be careful and consider before giving bonuses to their employees. Because if you are not careful, the company and employees will suffer losses from providing excessive incentives. Addition, you can also use the HRM system from which can manage your employees' activities. This system allows you to manage payroll, attendance lists, and other operational activities. In addition, with HRM - Advanced, you will also be able to manage recruitment, KPI, training, employee evaluation, employee loans with just one application. The system can also be integrated with the competency management system

that can assist you in managing employee skill imbalances and effectively identifying potential workers. In the world of employer-employee dynamics, there exists one simple truth many employers just don't want to face: a salary and a solid benefits package are not incentives. Employees get used to receiving regular pay and many people don't even know the pay they receive with the work they do. That's why, depending on your company of course, a desire for optimal performance necessitates employee incentive programs that inspire employees to do their best. Public recognition is an incredible method to respect your employees. You're not kidding "thank you", however you are likewise telling them that you need everybody to realize how grateful you truly are.

### 3.3 Definition of Employee Incentives

- According to the **Milton L. Rock**, the author of 'The Compensation Handbook' defines incentive as "Variable rewards granted according to variations in the achievement of specific results."
- Another definition that **K. N. Subramaniam** suggests is "Giving incentives is a system of payment emphasizing the point of motivation, that is, the imparting of incentives to workers for higher production and productivity."
- According to the **Burrack and Smith**, "An incentive scheme is a plan or programmes to motivate individual for good performance. An incentive is most frequently built on monetary rewards, but may also include a variety of non-monetary rewards or prizes."
- According to the **Oxford Dictionary**, it is countable, uncountable incentive (for/to somebody/something) (to do something) something that encourages you to do something. These are some examples which are some facts of incentives:
  - There is no incentive for people to save fuel
  - There is an added incentive for you to buy from any catalogue - a free gift with every purchase

### 3.4 Meaning of Employee Incentives

Anything that can grasp an employee's attention and motivate them to work can be called as incentive. An incentive aims at improving the overall performance of an organization. Incentives can be classified as direct and indirect compensation. They can be prepared as individual plans, group plans and organizational plans. The term incentive means an inducement that motivates or stimulates one to action in a desired direction and goal. Therefore, any wage system that induces a worker to produce more is called "incentive wage system." Incentive wage is a monetary inducement offered to employees to show the performance beyond the standard fixed and with all his capabilities. Incentive is one of the important factors for inducing and motivating the workers for higher efficiency and greater output. Incentives attract an employee attention and stimulate him to work. Beside wages and salaries, employees are paid incentives depending on their performance and paid as regularly as wages and salaries. An incentive is to motivate individual or group performance [6]. The core aspect of incentive payment is human resource management is that employees primarily exchange their services and competencies for remuneration with the organisations where they are employed. Similarly, Organisations bear all kinds of costs of human resource management including payment of remuneration to employees for the employee performances. Thus, both the employer and employees in general prefer to link performance to remuneration/ salaries. But, all aspects of remuneration can't be linked to performance as employee needs certain portion of the remuneration to meet his/ her basic needs irrespective of the contribution. As such, basic salary and allowances are determined based on employee's basic needs and the remaining salary can be determined based on the employee's performance. This part of the remuneration is called variable salary. Variable salary is also called incentive payments, which is based on employee performance/contribution to the organisation.

$$\text{Basic Salary} + \text{Employee Performance/} \\ \text{Contribution} = \text{Incentive/ Variable Salary}$$

Incentives are monetary as well as non -monetary benefits paid to workmen to recognize their outstanding performances. Incentives are defined as 'variable rewards granted according to variations in the achievement of specific results.' The international labour office indicates incentives as 'payment by result'. However, it is also appropriate to call them 'incentive systems of payment emphasizing the need of motivation, which is, giving incentives to workers for higher production and performances. Incentives are defined as 'variable rewards granted according to variations in the achievement of specific results.' The international labour office refers to incentives as 'payment by result'. However, it is also appropriate to call them 'incentive systems of payment emphasizing the need of the employer. Rather of both wages and salaries, which are relatively fixed, incentives generally vary from individual to individual, period to period and occasion to occasion for the same individual. Now we have to be acquainted with the role of incentives. The term 'incentive' has been used both in the restricted sense of participation and in the widest sense of financial motivation and inspiration. It is used to signify inducements offered to employees to put forth their best in order to maximize production results, growth of the organisation, target achievement. Incentive is one of the important factors for inducing and motivating the workers for higher efficiency and greater output. Incentives attract an employee attention and stimulate him to work efficiently. Beside wages and salaries, employees are paid incentives depending on their performance and paid as regularly as wages and salaries. An incentive is to motivate individual or group/team performance. It includes both monetary and a variety of non-monetary rewards or prizes. It is paid to workmen in recognition of their outstanding performance. Wages and salaries are relatively fixed but incentives vary from individual to individual and from period to period for the same individual. Incentives can be defined as, "variable rewards

granted according to variations in the achievement of specific results.” Though money is the real motivator to incite a man for work because it satisfies various needs physiological and others and is essential to maintain himself and his dependent on other things. Usually middle class, ordinary people have more importance to money. Incentive induces the worker which enhances the morale and motivates him to produce higher and better at minimum cost. Incentives as stimulus are mainly psychological which maintain and strengthen the desire to achieve improved performance. It has large extent to change out for the work if they are rightly paid out the incentives.

#### **4. Review and Literature**

Many studies in the literature examined the impact of financial and moral incentives on employee's satisfaction and employee's performance in public and private institutions in Jordan such as; industrial, tourism, government, public, private hospitals and education. However, there is no direct studies were conducted about the effect of incentives (financial, moral and grant specialization to doctors) and job satisfaction on doctors' performance in public sector in Jordan. In addition, several studies conducted in different countries examine the impact of financial and moral incentives on doctors' satisfaction and doctors' performance such as; Shkolnikova aimed to compare physicians' job satisfaction levels in the public and the private sectors in Russia [7-9].

The results of the study showed that the physicians with the highest job satisfaction levels are in the private sector (67%), whereas physicians in the departmental and the public sectors have much lower job satisfaction levels (9% and 11%, respectively). In terms of salary, physicians who work in public clinics have lower levels of satisfaction (11%) than physicians who work in other types of clinics. Logistic regression analysis showed that the motivating factor which most influences the satisfaction levels of healthcare workers in public clinics is their working conditions, whereas the factor that most influences the satisfaction levels of physicians in the private sector is their salary. Meanwhile, the factors that most

influence the satisfaction levels of physicians in departmental organisations are both their working conditions and their salary, this study proved that there is a strong relationship between salaries, working conditions and physician's satisfaction.

#### **5. Objective of the Study**

- To know level of satisfaction of employee towards the employee incentives.
- To have a clearly sort of interest of employee in the concern to the employee incentive.
- To understand the success of the business organisation implementation of the best incentive plan.
- To know the reach of objective of the organisation through the incentive.
- Extent of the satisfaction of the employee in the terms of incentive and their execution in the business plans.

#### **6. Scope of Study**

The study executes the level of the satisfaction of the employees in the concern of the incentives there satisfactory and dissatisfactory on the provider of the incentive by the organisation. It is conducted in the ERIS LIFESCIENCES LIMITED AND OTHER EMPLOYEES which covers the incentive plans, they reach out position in the organisational goal. Employee are the backbone of the organisation there satisfactory is important for the organisation to put forth for higher standard achievement of the organisation. An employee works part-time, full-time, or is temporary in a job assignment. An employee barter his or her skills, knowledge, experience, and contribution in exchange for compensation from an employer. Of course, offering a system able to manage payrolls, holidays and shifts is a great bet if you are developing a Human Resources Strategy. But, what about including incentives & rewards? There is more and more competence in the labour market. Why not add a reward strategy to your HR department as an incentive to retain your best talent? An exempt employee is paid for accomplishing a full job in as many hours as necessary to accomplish it. Employers must pay the non-exempt employee for every hour worked as they are paid by the hour to be

the most satisfactory to the employee and the goals in short span.

### 7. Types of the Employee Incentives

The employee incentives are broadly classified into following types:

- Profit Sharing
- Bonus Payment
- Commission
- Employee Recognition
- Recognition - Merit Pay
- Tuition Reimbursement - Professional Development
- Dearness Allowance
- Referral Programs - Employee Appreciation Day
- Experimental Rewards - Employee Stock Option
- Retention Bonus - Paid Time Off
- Bonuses and Raises
- Referral Bonuses
- Flexible Schedule
- Extra PTO - Trade Incentives
- Charitable Donation

Employee incentive programs have become widely popular in the corporate world. Though the military originally started this program, it has spread to most companies as a great way to motivate employees to perform better. We often use the term employee incentive program interchangeably with employee reward programs, employee recognition programs, or employee benefit programs. All these terms come under the same umbrella of total rewards, whose ultimate aim is to increase employee productivity and the company's overall success.

### 8. Employers need Incentives

Employee incentives are used in plenty organisations across the UK, but we still meet plenty of employers who are sceptical about offering them to their own people. And that's fine! They're not something to be rushed into to follow the crowd - using incentive and recognition in your organisation should be carefully thought out. So, do incentives really work? What can they actually do for a business? And why should you offer our employees

incentives to do their job? Isn't their salary enough? Well, to answer these questions, you need to understand why an incentive programme might be good for your business, in other words, what do you want to achieve by implementing an employee incentive? Here we take a look at five of the most common outcomes organisations will be trying to achieve with incentives, and why it matters.

#### 8.1 Employee Incentives Increase Productivity

Incentives promote productivity in several ways. The obvious solution is to incentivise staff to deliver more sales, with rewards for hitting their targets and a distinct lack of rewards for failing to get there, but an incentive scheme should be a much more than a "carrot and stick" tick-box exercise. Instead, incentives can - and should! - be used to encourage staff to educate themselves about new products or services, build long-standing relationships with customers, demonstrate brand values, or develop new skills that will make it easier for them to perform in their role. This may well have the knock-on effect of increasing sales in many cases, but it'll also benefit the business in a much more holistic way. By thinking about what your organisation needs, and aligning the scheme to those goals and vision, you can improve employees' ability to do their jobs well, increasing productivity.

#### 8.2 Employee Incentives help retain the Best Talent

Your best company assets are intangible: knowledge, experience and talent. Organisations need all three of these elements in order to be successful, and incentives can help achieve this in a world where employees are increasingly likely to have one eye on the job listings. Offering employees incentives shows each member of your workforce that they are valued, that they have a part to play in making sure that the organisation is a success. And, ultimately, making employees feel valued is the key to employee loyalty. By doing so, you can give employees a sense of purpose, focusing their energies and recognising their achievements or performance levels.



### 8.3 Employee Incentives Influence Behaviour

The banking scandals highlighted how incentive programmes had changed the behaviour of sales teams - from providing only products the customer needed to just going for the sale to achieve targets. As a result, sales incentive programmes got a lot of bad press. But the thing is, when they're actually used right, rather than focusing on sales at any cost, they can be incredibly powerful tools for bringing out the best in your people. Incentives direct people towards a goal, and influence their behaviour in order to achieve that goal. Depending on the results you need, schemes can be designed to help sales employees develop deep product knowledge, to promote teamwork and collaboration, or to communicate brand values and encourage employees to live up to them.

### 8.4 Employee Incentives Increase Company Morale and Build Successful Cultures

Staff incentive programmes improve employee morale in a number of ways. A properly set-up incentive scheme gives employees a reason to believe in the company they work for, and that they are part of something bigger. Incentive schemes also build successful company cultures as they appeal to and nurture a wide variety of personalities; so if you choose the right incentive scheme for your business, you'll ensure everyone feels valued.

### 8.5 Employee Incentives can improve the Bottom Line

Incentives programmes go beyond simple measuring sales success and a direct impact on your bottom line; if the programme is designed properly, it can also have a positive impact on factors such as customer satisfaction scores, staff absence and recruitment costs - all of which will improve your bottom line figures - just in a slightly more indirect manner. But this holistic approach is important - incentivising your staff to be at their best and rewarding them for a job well done should be built into the culture of an organisation at every level, not just in the same team. The benefits organisations can achieve with a staff incentive programme can vastly outweigh the cost of providing the rewards, so make

sure you're looking after your staff to maintain a happy and motivated workforce.

### 9. Employee Satisfaction for Incentives

Incentive has been a shared factor influencing the performance of employees at workplace. Numerous studies argued that there are different factors that lead to employees' satisfaction and also explain what really motivates them for distinctive advantage. Over the years, the means of identifying these factors has been a major concern for management bearing in mind that human needs are unlimited and their wants are insatiable. Studies revealed that when organizational rewards are not the actual needs of employees, job dissatisfaction and lower commitment tends to appear. This corroborates with the findings of **Kinicki and Kreitner (2003)** that when the sincere needs and supplications of the employees are not taken into consideration and managed properly, then displeasure, discontent and pilfering prevails and this facilitates unattractive state of the mind towards work.

**Rothwell & Kazanas (2004)** discovered that organizational effectiveness becomes vague the moment an employee feels displeased, disgruntled or discouraged about how things are done. Several factors have been identified to influence high job satisfaction in the workplace; amongst these are career development and progression, opportunities for growth, communication, training and other work-related issues (Bennett and Minty, 2005). Invariably, several studies have also revealed that low compensation and rewards (monetary or nonmonetary) are the most common reason given for dissatisfaction.

**Burgess Simon, & Ratto Marisa (2003)** stated that employees feel they are satisfied only when they derive pleasure from their job, and this feeling influences their attitude to work which eventually leads to greater performance. Studies indicated that there are various dynamic ways of motivating worker for efficiency and effectiveness; amongst these are pay, interpersonal relationship, sense of achievement, etc. (Salau, et al., 2014)". In the world of business, the relationship between incentives and

job satisfaction cannot be undervalued, the two variables depend on each other but respond in different ways to increased employee's engagement, participation and retention, competence, commitment and involvement.

### Conclusion

The study shows that this is a very important topic and creates a major momentum in the corporate world and has significant corporate value. The variables associated with organizational commitment is the organization works on the above factors and it can achieve a maximum desired output and optimize its growth by implementing these factors. After seeing through the statistics there has been a certain increase from the collected primary data but as there always some errors hence it can be improved by providing these facilities mentioned as variables over here. By following these would at least give an output more of a positive output Employee Satisfaction as there has been an increase satisfaction but in the corporate world employees are the ones who make the organization run and there has been lack of seeing employees as an asset rather than a liability or in terms of finance cost increasing. Psychology of employees has been quite a sophisticated topic in the corporate world and dealing with it is quite a big task and as the mentioned the variables by following these variables can increase the employee relationship over 10% which quite a big stake. At the end the charts, Graphs and data shows that the employee satisfaction and organizational commitment is in the medium stage going towards the high level for the incentive plan.

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